

BRITISH COLUMBIA

SPORT MACROSCOPE:

a planning guide for Provincial Sport Organizations

1992/93

SPORT AND RECREATION DIVISION



Province of British Columbia
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SPORT AND RECREATION DIVISION

SPORT MACROSCOPE 1992/93

SPORT SERVICES BRANCH

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The **Sport Macroscopic**, developed by the Sport and Recreation Division, is intended to fulfil **three** principal functions.

- * Firstly, Provincial Sport Organizations (PSOs) can use the **Current Status Evaluation** as a snapshot from which they can **identify** their major **strengths** and **weaknesses**.
- * Secondly, the **Action columns** can be used to **determine** areas of **priority** for the coming years.
- * Thirdly, it will provide the Division with **information** in the key **Program Areas** of **organization development**, **coaching development**, **athlete development** and **officials development**.

Each **Program Area** has been divided into a number of **Sections**, each considered vital to the overall effectiveness of program delivery. Successful delivery within each area will result in a number of measurable preferred outcomes.

PROGRAM AREAS

ORGANIZATION DEVELOPMENT	
1.	STRUCTURE AND PLANNING
2.	POLICY DEVELOPMENT
3.	HUMAN RESOURCES
4.	FINANCIAL MANAGEMENT
5.	MEMBERSHIP SERVICES

COACHING DEVELOPMENT	
1.	RECRUITMENT AND ACCESS
2.	EDUCATION AND TRAINING
3.	SUPPORT PROGRAMS
4.	EVALUATION
5.	COMPETITION
6.	RETENTION

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PROGRAM AREAS (cont'd)

<i>ATHLETE DEVELOPMENT</i>
1. RECRUITMENT AND ACCESS
2. TALENT IDENTIFICATION
3. TRAINING
4. EVALUATION
5. COMPETITION
6. RETENTION

<i>OFFICIALS DEVELOPMENT</i>
1. RECRUITMENT AND ACCESS
2. EDUCATION AND TRAINING
3. SUPPORT PROGRAMS
4. EVALUATION
5. COMPETITION
6. RETENTION

The Sport Services Branch anticipates that all Provincial Sport Organizations will find the Sport Macroscopic of value, either as a primary planning tool, or as an adjunct to their own planning process.

We encourage PSOs to offer member associations or clubs the opportunity to complete all or part of the Sport Macroscopic for their own operations. This would, in time, allow for consistent terminology and planning focus within individual sports and across the provincial sport system.

HOW TO BENEFIT FROM THE SPORT MACROSCOPE: 5 EASY STEPS !

1) COMMIT



2) INVOLVE

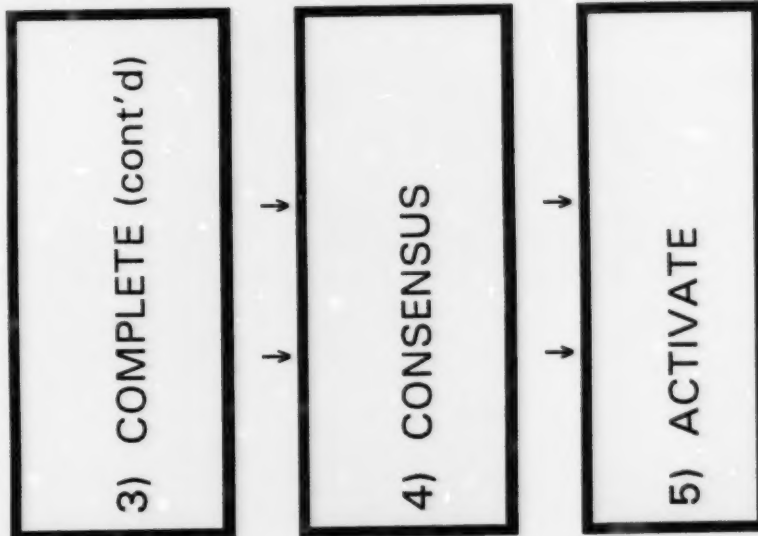


3) COMPLETE



"Proper planning produces peak performance!" Planning is successful where there is a commitment; a commitment on the part of the PSO's leaders to honestly determine where their sport is and where it could be.	
The quality of a planning process is only as good as input from the membership. Consequently, copies of the Sport Macroscopic should be distributed to Board Members, senior staff, committee chairs, senior coaches, senior officials and select athletes to ensure that these contributors thoroughly and accurately reflect the pulse of your organization.	
It is suggested that PSOs ask contributors to complete all Program Areas within the Sport Macroscopic by circling their responses to each question. Responses in the Current Status column must be candid. The response options (N/A to 5) are based on the premise that an answer of "(2) satisfactory" means that the program or service is functioning at an acceptable level as determined by the PSO. The second responsibility of the contributors is to complete the 1992, 1993 and 1994 Action columns by choosing a response from the Proposed Action selection at the bottom of each page. These options should not be viewed as positive or negative. Consequently, a "(B) reduce" or a "(C) maintain" response is nothing more than the proposed best alternative with no value judgement made.	

HOW TO BENEFIT FROM THE SPORT MACROSCOPE: 5 EASY STEPS ! (cont'd)



Thirdly, contributors should develop and record on the Action Plan Summary sheets a series of Action Statements for the 1992/93 fiscal period. These Action Statements will, for the most part, reflect "(D) upgrade" and "(E) special initiative decisions. They should be brief, defined by time and measurable. Examples are provided on the next page.
It is expected that the PSO will coordinate an opportunity for the various contributors to share their views and recommendations with the end result being a series of consensus decisions. These will be recorded in the spiral bound copy of the Sport Macroscopic for retention by the PSO and will also be recorded in a second copy for submission to the Sport Services Branch.
Without implementation, the best plans are unfulfilled. Consequently, the action statements must be ranked, have a budget set and be assigned to various staff and volunteers. Because the actions are measurable, it is a relatively simple process to evaluate both the action and its impact.

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EXAMPLES

ACTION PLAN SUMMARY

1.	To develop introduction to coaching materials , and to pilot the new course in Kelowna, Nanaimo and Terrace in June/92.
2.	To conduct a "Women in Coaching" clinic in Vancouver in November/92 to encourage more women to enter our coaching ranks and to offer networking opportunities.
3.	By July/92 , to negotiate with Kamloops Municipal Council, School District # 24 and local clubs to develop a Regional Training Centre to serve the central interior.
4.	To expand our Officials Recognition Program by creating an "Official of the Month" article in our newsletter beginning in January/93 .
5.	To increase our self-generated revenues by 10% in the 1992/93 fiscal year by acquiring a casino license and hosting a provincial tour between our National Team and the Brazilian National Team.

GLOSSARY

ATHLETE ASSISTANCE PROGRAM CRITERIA	<i>the standards which an athlete must meet in order to receive funding through the Provincial Athlete Assistance Program</i>
ATHLETE DEVELOPMENT MODEL	<i>a diagram that shows the progressive development route for athletes from entry level to national team</i>
CASH FLOW ANALYSIS	<i>the process of projecting, monthly for a fiscal year, when and from what sources cash enters the PSO and when and for what purpose cash leaves</i>
COACHING DEVELOPMENT MODEL	<i>a diagram that shows the progressive development route for coaches from entry level certification to National Team Coach</i>
CODE OF ETHICS	<i>statements that define the acceptable, morally-sound behaviour of the PSO</i>
COURSE CONDUCTOR	<i>an individual who is certified (by meeting the requirements of the NCCP) to become an instructor of NCCP Theory or Technical courses</i>
EARLY COMPETITOR	<i>an individual involved in the initial or early stage of competition within a sport</i>
ENTRY LEVEL PARTICIPANT	<i>an individual who has had only limited exposure to a sport where the activity often includes modified rules or equipment</i>
EVALUATION	<i>the ongoing process whereby the progress of a talent-identified individual is monitored and assessed against a set of criteria at predetermined points in their development</i>
GOALS	<i>general statements that describe the long-term intentions of the PSO</i>
HIGH PERFORMANCE ATHLETE	<i>an individual who has been identified through competitive achievement as having the skill, ability and interest in competing at the national and international level and who intensively trains year-round</i>
HIGH INTENSITY ATHLETE	<i>an individual who makes a regular commitment to a sport and competes and trains regularly, 4 to 5 times per week on a year-round basis, but has not yet advanced to the high performance sport system</i>

GLOSSARY (cont'd)

HOMOGENEOUS SPORTS	<i>sports having a primary characteristic in common e.g.) power, endurance/power, endurance/target, target, team, technical and perceptual, technical and acrobatic, technical and carriage, combative and artistic</i>
LOW INTENSITY ATHLETE	<i>an individual who possesses medium level sport skills and who would compete 1 or 2 times per week, on a seasonal basis, without any commitment to highly technical training</i>
MASTER COURSE CONDUCTOR	<i>an individual who is certified (by meeting the requirements of the NCCP) to train Course Conductors</i>
OBJECTIVES	<i>the specific, measurable and attainable steps that allow goals to be realized</i>
NATIONAL TRAINING CENTRE	<i>a venue that has been designated by a National Sport Organization as a centre where national team athletes train and compete</i>
OFFICIALS DEVELOPMENT MODEL	<i>a diagram that shows the development route for officials from entry level to international certification</i>
ORIENTATION PROGRAM	<i>a formal process to acquaint volunteers and staff with all pertinent PSO information that will allow them to fully function at an early date</i>
PERFORMANCE REVIEW	<i>a formal, regularly scheduled process where the work of an employee or volunteer is evaluated and discussed with them</i>
RECOGNITION	<i>a formal acknowledgement of the contribution of an individual or group to the PSO</i>
RECRUITMENT	<i>a system or program designed to enrol individuals into the PSO</i>
REGIONAL TRAINING CENTRE	<i>a facility or facilities designated and managed with the mandate to coordinate the delivery of PSO programs at the community level</i>

GLOSSARY (cont'd)

REVIEW ENGAGEMENT REPORT	a report prepared by a professional accountant which adds accounting credibility to the PSO's financial statements by determining plausibility through enquiry, comparison and discussion where Accountant's Comments rather than an Auditor's Opinion result
SPORT SPECIFIC THEORY	a NCCP program that combines both technical and theory certification requirements in one course
TALENT IDENTIFICATION SYSTEM	a one-time process whereby athletes are measured against indicators of success to determine if they should be selected for the PSO's talent pool
TALENT SCOUT	an individual, usually a club or school coach, who has been trained and designated by the PSO to rate athletes against success indicators as part of the talent identification process
TRAINING	an applied program (usually year-round) that uses appropriate sport science principles and is designed so that the athlete is appropriately prepared for all competitions
WOMEN IN SPORT LEADERSHIP" PROGRAM	a program introduced by the Coaching Association of Canada which aims to increase coaching employment opportunities for women by providing wage subsidies and educational grants to women interested in a career in coaching
WORKPLAN	a statement of the annual plan of action used by an individual to meet PSO goals and objectives. A workplan is usually accompanied by a detailed timeline and a set of measurable outcomes against which the individual responsible for the work can be evaluated

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ORGANIZATION DEVELOPMENT

(1) STRUCTURE AND PLANNING

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. Constitution?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
2. By-laws?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
3. System for updating your Constitution and By-laws?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
4. Written Mission Statement?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
5. Goals and objectives?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
6. Code of Ethics?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
7. Multi-year plan in relation to: a) process for development? b) content? c) implementation? d) review/evaluation?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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ORGANIZATION DEVELOPMENT

(1) STRUCTURE AND PLANNING (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
8. Ability to make your membership aware of your plans' contents?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
9. Integration of your planning process with plans of your member associations/clubs?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
10. NSO's Quadrennial Planning process?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
11. Integration of your planning process with that of your NSO?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

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ORGANIZATION DEVELOPMENT

(2) POLICY DEVELOPMENT

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. Policy Manual?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
2. Section on Ethical Practices?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
3. Section on Gender Equity?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
4. Section on Disabled Integration?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
5. Section on Appeal Procedures?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
6. Section on Planning?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
7. Section on Financial Management?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
8. Section on Human Resources?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
9. Section on Pay Equity?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
10. Section on Program Development?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
11. Section on Program Review?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
12. Section on Coaching Development?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
13. Section on Athlete Development?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

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ORGANIZATION DEVELOPMENT

(2) POLICY DEVELOPMENT (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
14. Section on Officials Development?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
15. Section on Event Management?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
16. Section on Marketing?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
17. Section on Hosting Guidelines?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
18. Section on Membership Recruitment and Retention?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

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ORGANIZATION DEVELOPMENT

(3) HUMAN RESOURCES

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. Orientation program for each: a) new Board member? b) new staff member?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E
2. Written job descriptions for each: a) Board member? b) staff member?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E
3. Written annual work plans for each: a) Board member? b) staff member?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E
4. Annual performance reviews for: a) staff? b) volunteers?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E

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ORGANIZATION DEVELOPMENT

(3) HUMAN RESOURCES (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
5. Training/professional development opportunities for: a) staff? b) volunteers?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E
6. Formal recognition program for: a) staff? b) volunteers?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E
7. Terms of Reference for committees?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

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ORGANIZATION DEVELOPMENT

(4) FINANCIAL MANAGEMENT

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. Budget with respect to: a) planning and design? b) presentation (e.g. format)? c) monitoring and adjustment? d) evaluation?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E
2. Annual cash flow analysis?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
3. Monthly financial statements?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
4. Monthly bank reconciliations?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
5. Audit or Review Engagement Report?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

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ORGANIZATION DEVELOPMENT

(4) FINANCIAL MANAGEMENT (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
6. Revenue as derived from:				
a) membership?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) sponsorship?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) fund raising?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) government?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
e) programs?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
f) licensed operations (eg. casinos, bingos, etc.)	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
g) other sources?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

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ORGANIZATION DEVELOPMENT (5) MEMBERSHIP SERVICES

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. Acquisition of members: a) recruitment strategy? b) retention strategy?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E
2. Validity of your membership categories (eg. individual, club)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
3. Membership numbers in: a) Zone 1 (K)? b) Zone 2 (O)? c) Zone 3 (F)? d) Zone 4 (D)? e) Zone 5 (V)? f) Zone 6 (I)? g) Zone 7 (W)? e) Zone 8 (E)?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E

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ORGANIZATION DEVELOPMENT (5) MEMBERSHIP SERVICES (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
4. Communication: a) PSO to membership? b) membership to PSO?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E
5. Membership services to individuals: a) quality? b) quantity?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E
6. Membership services to clubs: a) quality? b) quantity?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E
7. Fees charged in relation to services provided?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
8. Gender equity programs?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
9. Provision of educational opportunities for members?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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(5) MEMBERSHIP SERVICES (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
10. Membership publications:				
a) handbook?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) rulebook?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) newsletter?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) annual reports?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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COACHING DEVELOPMENT

(1) RECRUITMENT AND ACCESS

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. Strategy for coach recruitment?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
2. Recruitment from special populations:				
a) women?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) disabled?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) natives?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) masters age?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
3. Opportunities to coach for:				
a) women?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) disabled?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) natives?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
4. Coach recruitment using:				
a) promotional materials?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) promotion to athletes?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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COACHING DEVELOPMENT

(1) RECRUITMENT AND ACCESS (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
5. Ability to project coaching needs?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
6. Principal age category for coaches entering your sport:				
a) under 16 years?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) 17 - 25 years?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) 26 - 35 years?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) over 35 years?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
7. Coaches entering your sport as:				
a) current athletes?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) former athletes?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) teachers?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) parents of athletes?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

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PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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(1) RECRUITMENT AND ACCESS (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
8. Entry point access, for coaches, to your sport through:				
a) the school system?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) the municipal recreation system?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) the club system?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) direct PSO programs?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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COACHING DEVELOPMENT

(2) EDUCATION AND TRAINING

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. Introduction to coaching materials?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
2. Adequate number of technical: A) master course conductors? B) course conductors in: a) Zone 1 (K)? b) Zone 2 (O)? c) Zone 3 (F)? d) Zone 4 (D)? e) Zone 5 (V)? f) Zone 6 (I)? g) Zone 7 (W)? h) Zone 8 (E)?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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COACHING DEVELOPMENT

(2) EDUCATION AND TRAINING (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
3. Data base on coaches by: a) NCCP level? b) active VS inactive? c) zonal distribution? d) gender?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E
4. Ability to offer NCCP Technical at: a) Level I? b) Level II? c) Level III? d) Levels IV/V?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E
5. Ability to offer sport-specific NCCP theory courses at: a) Level I? b) Level II? c) Level III?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E

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PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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(2) EDUCATION AND TRAINING (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
6. Ability to ensure that coaches receive accreditation for NCCP practical at:				
a) Level I?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) Level II?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) Level III?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
7. Ability to deliver sufficient NCCP courses to meet projected needs in:				
a) Zone 1 (K)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) Zone 2 (O)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) Zone 3 (F)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) Zone 4 (D)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
e) Zone 5 (V)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
f) Zone 6 (I)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
g) Zone 7 (W)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
e) Zone 8 (E)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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(3) SUPPORT PROGRAMS

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. Use of coaching support programs:				
a) workshops/conferences?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) training centre visits?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) newsletters?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) mentoring?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
e) work with provincial teams?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
f) National Training Centre visits?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
g) work with national teams?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
h) "Women in Sport Leadership"?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
2. Coach Recognition Program at the:				
a) local/club level?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) zonal level?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) provincial level?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

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PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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(3) SUPPORT PROGRAMS (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
3. Number of paid coaches at the: a) local/club level? b) zonal level? c) provincial level?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E
4. Coaches use of: a) Skills Program? b) SportsAid Program? c) FAIRPLAY In Sport materials? d) Anti-doping materials? e) Coaching Association of Canada materials? f) professional development workshops?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E

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(3) SUPPORT PROGRAMS (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
5. Work with other partners in the delivery of high performance coaching education, including:				
a) the NCI?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) colleges/universities?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) homogeneous sports?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) Sport Services Branch?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
e) your NSO?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
f) Sport Medicine Council?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
g) Coaching Association of Canada?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
h) Aboriginal Sport and Recreation Society of B.C.?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
i) Promotion Plus?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

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PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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(4) EVALUATION

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. System for periodically evaluating high performance coaches?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
2. Evaluation criteria to measure:				
a) skill development?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) attitude and commitment?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) tactical preparation?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) competitive results?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
3. Coach evaluation systems effectiveness at the:				
a) club/local level?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) zonal level?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) provincial level?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
4. Communication between high performance coaches and your Executive?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
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(4) EVALUATION (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
5. Procedure to identify and discipline unethical coaches?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
6. Process to provide evaluation feedback to: a) the coach? b) the coach's club/team administration?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E
7. PSO/NSO relationship regarding: a) national teams coach selection? b) coaching information exchange?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E

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(5) COMPETITION

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. Integration of your athlete development model and your coaching development model?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
2. Your ability to provide athletes qualified coaching for: a) provincial teams? b) TEAM BC?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E
3. Ability to provide adequate support for your provincial team coaches?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
4. Ability to hire a TEAM BC/provincial teams coach on a: a) part-time basis? b) full-time basis?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E

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(6) RETENTION

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. Commitment to encourage coaches to stay involved with your sport?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
2. Provision of opportunities to coach at the following competitive levels: a) entry level? b) early competitor? c) low intensity? d) high intensity?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E
3. Opportunity for coaches to receive training in other traditional roles: a) trainer/therapist? b) talent scout/evaluator? c) administrator?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E
4. Opportunity for coaches to stay involved in non-traditional ways, (eg.) speakers, mentors, etc?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

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ATHLETE DEVELOPMENT

(1) RECRUITMENT AND ACCESS

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. Strategy for athlete recruitment?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
2. Recruitment of special populations: a) women? b) disabled? c) natives? d) masters age?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E
3. Access opportunities for: a) women? b) disabled? c) natives?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E
4. Athlete recruitment using: a) promotional materials? b) exposure to events? c) athletes as role models? d) demo/promotional tours?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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ATHLETE DEVELOPMENT

(1) RECRUITMENT AND ACCESS (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
5. Use of provincial demographic data in recruitment planning?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
6. Principal age category for athletes entering your sport:				
a) under 10 years?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) 11 - 14 years?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) 15 - 18 years?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) 19 - 30 years?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
e) over 30 years?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
7. Entry point access to your sport through:				
a) the school system?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) the municipal recreation system?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) the club system?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) direct PSO programs?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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ATHLETE DEVELOPMENT

(1) RECRUITMENT AND ACCESS (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
8. Relationship with: a) the school system? b) the municipal recreation system? c) clubs, leagues, etc?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E
9. Indoor facilities, province-wide, with respect to: a) availability (do they exist)? b) adequacy (are they functional)? c) accessibility (can you get in)?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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ATHLETE DEVELOPMENT

(1) RECRUITMENT AND ACCESS (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
10. Outdoor facilities, province-wide, with respect to:				
a) availability (do they exist)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) adequacy (are they functional)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) accessibility (can you get in)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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ATHLETE DEVELOPMENT

(2) TALENT IDENTIFICATION

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. Talent identification system re: a) breadth, province-wide? b) effectiveness?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E
2. Talent identification criteria re: a) comprehensiveness? b) predictive accuracy?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E
3. Talent identification data base?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
4. Talent scout system to provide: a) acceptance of the role of scouts? b) recruitment of scouts? c) training for scouts? d) strategic location of scouts at the local level?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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ATHLETE DEVELOPMENT

(3) TRAINING

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. Provision of sufficient quality training opportunities:				
a) by age or calibre?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) by gender?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) in Zone 1 (K)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) in Zone 2 (O)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
e) in Zone 3 (F)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
f) in Zone 4 (D)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
g) in Zone 5 (V)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
h) in Zone 6 (I)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
i) in Zone 7 (W)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
j) in Zone 8 (E)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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ATHLETE DEVELOPMENT

(3) TRAINING (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
2. Provision of personalized training programs for identified athletes by: a) your NSO? b) your PSO? c) the athlete's school? d) the athlete's club?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E
3. Coordination of personalized training programs from the NSO, the PSO, the school and the club into monitored, athlete-specific annual programs?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
4. Training camp/clinic system for each age classification?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
5. Regional training centres: a) concept endorsement? b) development strategy? c) effective use?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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ATHLETE DEVELOPMENT

(3) TRAINING (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
6. National training centres: a) concept endorsement? b) strategy to attract a NTC? c) operational success?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E
7. Integration into your sport science support system of: a) psychological counselling? b) physiological testing? c) athletic therapy? d) nutritional counselling? e) regular medical testing? f) anti-doping counselling?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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ATHLETE DEVELOPMENT

(4) EVALUATION

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. System for periodically evaluating talent-identified athletes?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
2. Integration of your tracking data base with your talent identification data base?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
3. Evaluation criteria to measure: a) attitude and commitment? b) skill development? c) physical preparation? d) competitive performance?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E
4. Ability to evaluate athletes at various stages of your athlete development model?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
5. Ability to evaluate and rank your athletes with respect to the Division's Athlete Assistance Program criteria?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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(4) EVALUATION (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
6. Process of providing evaluation feedback to:				
a) the athlete?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) the coach?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) the athlete's parents?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) the athlete's club administration?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
7. PSO/NSO relationship regarding:				
a) evaluation criteria for national teams selection?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) technical information exchange?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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(5) COMPETITION

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. Provision of sufficient quality competitive opportunities:				
a) by age/calibre?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) by gender?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) in Zone 1 (K)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) in Zone 2 (O)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
e) in Zone 3 (F)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
f) in Zone 4 (D)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
g) in Zone 5 (V)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
h) in Zone 6 (I)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
i) in Zone 7 (W)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
j) in Zone 8 (E)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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(5) COMPETITION (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
2. Competitive schedule coordinated with:				
a) school competitions?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) club competitions?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) NSO competitions?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
3. Use of the following competitive opportunities for elite athletes:				
a) B.C. Summer/Winter Games?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) Western Canada Summer Games?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) Canada Summer/Winter Games?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) Nationals?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
4. Use of hosting to enhance competitive opportunities?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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ATHLETE DEVELOPMENT

(6) RETENTION

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. Commitment to encourage athletes to stay involved with your sport?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
2. Competitive opportunities for the following levels of athletes:				
a) entry level?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) early competitor?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) low intensity?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) high intensity?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
3. Opportunity for athletes to receive training in other traditional roles:				
a) coaching?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) officiating?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) trainer/therapist?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) administrator?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
4. Opportunity for athletes to stay involved in non-traditional ways, (eg.) speakers, mentors, etc?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

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PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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(6) RETENTION (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
5. Ability to retain athletes in the following age groups:				
MALE:				
a) up to 10 years?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) 11 to 14 years?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) 15 to 18 years?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) 19 to 30 years?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
e) over 30 years?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
FEMALE:				
a) up to 10 years?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) 11 to 14 years?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) 15 to 18 years?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) 19 to 30 years?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
e) over 30 years?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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ATHLETE DEVELOPMENT

ACTION PLAN SUMMARY

1.	
2.	
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ACTION PLAN SUMMARY (cont'd)

6.	
7.	
8.	
9.	
10.	

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OFFICIALS DEVELOPMENT

(1) RECRUITMENT AND ACCESS

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. Strategy for officials recruitment?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
2. Recruitment of special populations:				
a) women?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) disabled?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) natives?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) masters age?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
3. Access opportunities for:				
a) women?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) disabled?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) natives?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
4. Officials recruitment using:				
a) promotional materials?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) exposure to events?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) officials as role models?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

CURRENT STATUS	N/A = not applicable	0 = not in place	1 = poor	2 = satisfactory	3 = good	4 = very good	5 = excellent
PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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OFFICIALS DEVELOPMENT

(1) RECRUITMENT AND ACCESS (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
5. Ability to project officiating needs?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
6. Remuneration practices for officials?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
7. Principal age category for officials entering your sport: a) under 18 years? b) 19 - 30 years? c) over 30 years?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E
8. Principal source of officials entering your sport: a) current athletes? b) former athletes? c) teachers? d) parents of athletes?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E

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(1) RECRUITMENT AND ACCESS (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
9. Entry point access, for officials, to your sport through:				
a) the school system?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) the municipal recreation system?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) the club system?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) direct PSO programs?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
e) an officials association?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

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(2) EDUCATION AND TRAINING

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. Data base on officials by:				
a) certification level?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) active VS inactive?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) zonal distribution?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) gender?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
2. Ability to deliver sufficient officials courses to meet projected needs in:				
a) Zone 1 (K)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) Zone 2 (O)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) Zone 3 (F)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) Zone 4 (D)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
e) Zone 5 (V)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
f) Zone 6 (I)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
g) Zone 7 (W)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
e) Zone 8 (E)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

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PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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(3) SUPPORT PROGRAMS

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. Use of such support programs as:				
a) workshops/conferences?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) training centre visits?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) newsletters?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) mentoring?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
e) work with provincial teams?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
f) National Training Centre visits?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
g) work with national teams?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
2. Officials Recognition Program at the:				
a) local/club level?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) zonal level?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) provincial level?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

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(3) SUPPORT PROGRAMS (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
3. Number of officials at the: a) local/club level? b) zonal level? c) provincial level?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E
4. Officials use of: a) Skills Program? b) SportsAid Program? c) FAIRPLAY materials? d) PSO workshops?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E

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(3) SUPPORT PROGRAMS (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
5. Work with other partners in the delivery of high performance officials education, including:				
a) your Officials Association?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) colleges/universities?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) homogeneous sports?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) Sport Services Branch?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
e) your NSO?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

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(4) EVALUATION

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. System for periodically evaluating high performance officials?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
2. Your evaluation criteria re:				
a) attitude and commitment?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) rules knowledge?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) tactical awareness?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) competitive performance?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
e) officiating skills?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
3. Effectiveness of your officials evaluation at the:				
a) club/local level?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) zonal level?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) provincial level?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

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(4) EVALUATION (cont'd)

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
4. Communication between high-performance officials and your executive?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
5. Procedure to identify and downgrade poor officials?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
6. Process of providing evaluation feedback to: a) the official? b) your chief of officials?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E
7. PSO/NSO relationship re: a) national level officials selection? b) officials information exchange? c) gender equity initiatives?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E

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(5) COMPETITION

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. Integration of your athlete development model and your officials development model?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
2. Provision of sufficient qualified officials for competitions:				
a) by age/calibre?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
b) by gender?	N/A A B C D E	N/A A B C D E	N/A A B C D E	N/A A B C D E
c) in Zone 1 (K)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
d) in Zone 2 (O)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
e) in Zone 3 (F)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
f) in Zone 4 (D)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
g) in Zone 5 (V)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
h) in Zone 6 (I)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
i) in Zone 7 (W)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
j) in Zone 8 (E)?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

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PROPOSED ACTION	N/A = not applicable	A = no action	B = reduce	C = maintain	D = upgrade	E = special initiative	

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(6) RETENTION

HOW WOULD YOU RATE YOUR:	CURRENT STATUS	1992 ACTION	1993 ACTION	1994 ACTION
1. Commitment to encourage officials to stay involved with your sport?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E
2. Provision of opportunity to officiate at the following competitive levels: a) entry/early competitor? b) low intensity? c) high intensity?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E
3. Opportunity for officials to receive training in other traditional roles: a) coaching? b) talent scout/evaluator? c) administrator? d) athlete therapist?	N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5 N/A 0 1 2 3 4 5	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E	N/A A B C D E N/A A B C D E N/A A B C D E N/A A B C D E
4. Opportunity for officials to stay involved in non-traditional ways, (eg.) speakers, mentors, etc?	N/A 0 1 2 3 4 5	N/A A B C D E	N/A A B C D E	N/A A B C D E

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ACTION PLAN SUMMARY

1.	
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ACTION PLAN SUMMARY (cont'd)

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SPORT SERVICES BRANCH

This Sport Macroscopic has been completed by the:

(name of association)

The following individuals have contributed to this planning process:

[illegible]